

2015 TCP Personnel Committee (PC) Report

Rev. Dr. Pastor David Heil

Goal 1 - Perception Management (Visibility, Availability)

The Personnel Committee (PC), consisting of Harry Canon (Elder), Bob Spaet (Elder), Steve Meyer (Congregant) and Jill Buckingham (Deacon) believes that Pastor Heil has effectively managed this area. The intent of this goal was to make clear to the congregation and others that David is a full time pastor and that has been made clear via the actions he has taken over the past 12 months including, but not limited to, ensuring that his cell phone number is known to all by placing it in the bulletin, posting it on TCP doors, and letting people know during the worship service on Sundays that he is available literally 24/7.

Goal 2 - Sermons

There has been a material improvement in the content and delivery of David's sermons and this is very much reflected in the congregational feedback. His sermons have become much more inspiring and thoughtful according to feedback. Personal anecdotes as well as humor seem to be particularly appealing to several congregants. We also see him attending more of the post-service coffee hours which we believe is important, especially to some of our elderly members and definitely newcomers. His musical talents often enhance the Sunday services and are thoroughly enjoyed and appreciated by TCP's congregants. David continues with the theme that "the gift of God's unconditional love is great and ever present in all that we say and do".

Goal 3 - Evangelism

The membership roll has risen dramatically compared to the past few years. In fact the percentage of new congregants added to TCP's role topped 20% in 2015. There has been effective follow-up with TCP visitors and number of thoughtfully placed ads for TCP in the local papers. David continues to be actively involved with Grand Angels. In fact, according to one person who is very closely involved with the GA initiative, it seems to have become one of David's main focus activities away from the main duties and activities of his "core" TCP ministry! Other activities that have raised the

face of evangelism is his visibility as a member of the Grand Lake community and being a good representative of Trinity Church to them in repertory theater and as a member of Rotary. While not exactly under the header Evangelism, David's ministry was greatly widened through his active involvement in the Pine Ridge mission trip wherein he significantly added his spiritual (and physical) presence as an extension of God's love for all mankind, in particular, to and for those who are far less fortunate in a very far off place.

Goal 4 - Deacons

David has worked well with the Deacons and has guided them in the proper direction(s). They are checking the Friendship Pads and responding to members on an as needed basis.

Goal 5 - Adult Education Opportunities

David has provided a range of Adult Educational Opportunities via numerous venues including Lunchtime Bible Study, Book Discussions, a mini-course comparing/contrasting Christian and Muslim theologies, Manse Gatherings, etc.

Goal 6 - Stewardship Awareness

David has selectively urged the congregation and visitors to be mindful of the TCP's needs. It has been a much more subtle, targeted and a natural transition from the "Pillars of the Church" campaign to a sustained reminder to all that if we want to continue to enjoy little our little Trinity Church in the Pines, that we must be mindful of her needs. The 2015 operating budget and reserve funds were consistently on-target.

Conclusion and Performance Recommendation for Pastor David Heil

The TCP Personnel Committee unanimously commended Pastor David Heil for meeting and often exceeding his 2015 Goals for calendar year 2015. One of Pastor David's greatest strengths that should have been included as another 2015 Goal is pastoral care. He has reached out to many congregants in need over this past year and has brought hope and comfort to all that he has touched in this way.

David's performance was assessed by PC members based on the following descriptors:

Exceeded Expectations (EE) = 1

Met Expectations (ME) = 2

Below Expectations, needs improvement (BE) = 3

The overall average of the Personnel Committee individual input for all six of Pastor Heil's 2015 Goals = 1.28 or close to 'Exceeded Expectations'.

Diane Temple. TCP Administrative Coordinator

Diane Temple is a valuable asset to Trinity Church in the Pines as our administrative coordinator. She always presents a cheery and up beat personality in the office and is a great first point of contact for anyone who comes to the church. She always performs the work that is asked of her with no complaints and on a timely basis. Her work is appreciated and is often above and beyond what is asked of her.

Respectfully & Prayerfully Submitted,

Harry Canon, Bob Spaet, Steve Meyer and Jill Buckingham